

Central Intelligence Agency



Washington, D.C. 20505

28 APR 1982

MEMORANDUM FOR: Joan M. Clark
Director General
State Department

SUBJECT: FBIS Foreign Service Nationals

REFERENCE: Memorandum to Director General, State Department
from Director of Personnel, Central Intelligence Agency
dated 1 February 1982; Same Subject

1. Reference memorandum advised you of some of the concerns that this Agency was experiencing with the inter-Agency classification and compensation system and the impact on foreign nationals working for the CIA's Foreign Broadcast Information Service (FBIS). Based upon these concerns, we asked your Director, Office of Foreign Service Nationals Personnel to temporarily defer the implementation of recent foreign field surveys of the London and Nicosia FBIS Bureaus. We also informed you of our intent to contract with an external consultant to conduct classification and compensation surveys in several FBIS foreign field locations. Based upon the results of the external consultant's review, I was to decide whether FBIS should remain a part of the present inter-Agency classification and compensation system administered by the Department of State.

2. While seeking approval to contract with an external consultant, I was advised that funding was not available for this project. Therefore, in view of the problems FBIS was experiencing with the inter-Agency classification and compensation system, it was decided that the Agency would have to opt out of the inter-Agency system. This decision was based upon the actual experience FBIS has had thus far with the inter-Agency program and the fact that the inter-Agency system has a significant negative impact on the FBIS mission. In order to meet the unusual requirements and demands of the FBIS program, I have been asked to incorporate the classification and compensation program for FBIS' foreign nationals into our existing Office of Personnel position classification program. I recognize that the decision will be placing a heavy burden on the existing program administered by my Position Management and Compensation Division, but in order to provide the required timely response and support to the FBIS mission, we have begun incorporating the FBIS foreign nationals into our existing system. To help us administer a rather complex and unusual foreign nationals program, I would hope that you would be willing to share the inter-Agency classification and compensation data on foreign nationals with us. Our intent would be to maximize the utilization of your

information to insure the Agency's program is properly administered and remains as compatible as possible with the inter-Agency program.

3. I trust that you will understand the Agency has attempted to utilize the inter-Agency classification and compensation system for several years and that the negative implications to FBIS' mission have become significant enough to require our withdrawal as a member of this program. I recognize the significant efforts extended by your Director, Office of Foreign Service Nationals Personnel to make a most difficult task work for a divergent group of U.S. Government organizations. His efforts have been appreciated and recognized by us, but we have concluded that his resources are insufficient to adequately respond to the intelligence mission of FBIS. We welcome the opportunity to continue maintaining a close and constant contact with your Office of Foreign Service Nationals Personnel in order to insure that we remain aware of what is happening in other U.S. Government organizations with foreign nationals. I ask that you continue to keep an open communication with CIA on this issue of mutual concern.

/s/ James N. Glerum

James N. Glerum
Director of Personnel

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